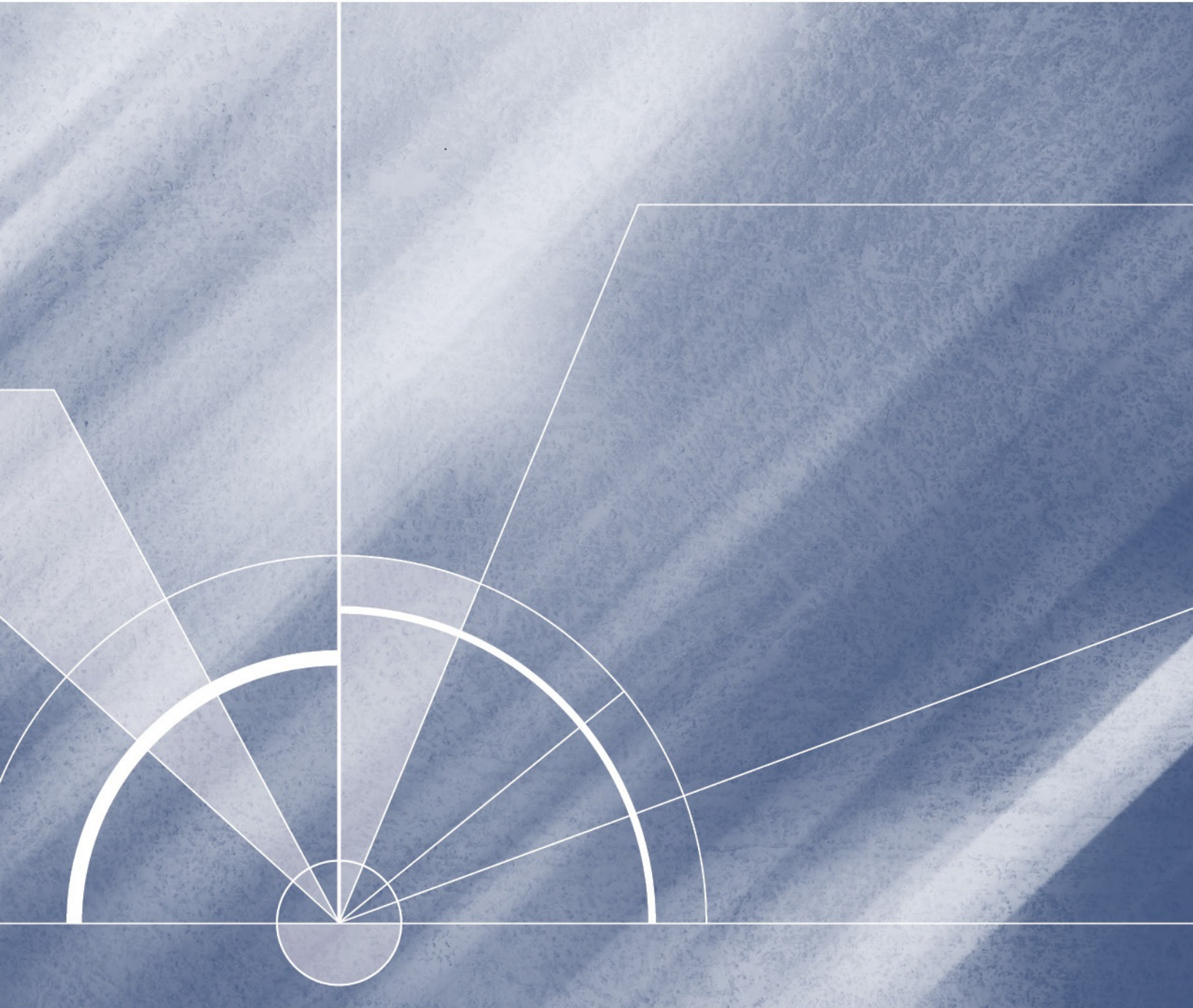


2017

Federal Employee Viewpoint Survey *Empowering Employees. Inspiring Change.*

4th Level
Subagency
Report

Department of Agriculture
FGIS FIELD OFFICE



Department of Agriculture
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4th Level Subagency Report

This 2017 Federal Employee Viewpoint Survey Report provides summary results for your subagency, including comparisons to your department or agency.

Response Summary

	Surveys Completed	Response Rate
MARKETING AND REGULATORY PROGRAMS (MRP)	4,618	57.0%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	353	58.0%
FEDERAL GRAIN INSPECTION SERVICE	231	53.1%
FGIS FIELD OFFICE	156	47.0%

Your Data

An embedded Microsoft® Excel® file containing your results. To access the workbook from Adobe® Reader®, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

Top 10 Positive & Negative Items and Leading & Trailing Your Comparison Group.

These sections provide high level information on how your subagency is doing.

Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree"* or *"Very Satisfied and Satisfied"* or *"Very Good and Good"*

Neutral: *"Neither Agree nor Disagree"* or *"Neither Satisfied nor Dissatisfied"* or *"Fair"*

Negative: *"Disagree and Strongly Disagree"* or *"Dissatisfied and Very Dissatisfied"* or *"Poor and Very Poor"*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

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Top 10 Positive & Negative Items

The figures below highlight the top 10 positive and negative results from the survey to help you quickly identify the most positive and most negative aspects of the organizational environment (only items 1 to 71 are included). Use this snapshot as a quick reference or overview of your FEVS results.

Highest Percent Positive

96.0%	When needed I am willing to put in the extra effort to get a job done. (Q.7)
92.5%	The work I do is important. (Q.13)
90.8%	I like the kind of work I do. (Q.5)
90.1%	I am constantly looking for ways to do my job better. (Q.8)
84.4%	My supervisor treats me with respect. (Q.49)
83.0%	I know how my work relates to the agency's goals and priorities. (Q.12)
82.3%	How would you rate the overall quality of work done by your work unit? (Q.28)
81.9%	I am held accountable for achieving results. (Q.16)
79.8%	I know what is expected of me on the job. (Q.6)
79.2%	Supervisors work well with employees of different backgrounds. (Q.55)

Highest Percent Negative

51.2%	Pay raises depend on how well employees perform their jobs. (Q.33)
41.1%	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23)
39.8%	Promotions in my work unit are based on merit. (Q.22)
36.4%	Awards in my work unit depend on how well employees perform their jobs. (Q.25)
35.8%	My work unit is able to recruit people with the right skills. (Q.21)
35.8%	In my work unit, differences in performance are recognized in a meaningful way. (Q.24)
34.5%	Creativity and innovation are rewarded. (Q.32)
31.9%	How satisfied are you with the recognition you receive for doing a good job? (Q.65)
29.8%	My performance appraisal is a fair reflection of my performance. (Q.15)
29.6%	How satisfied are you with your opportunity to get a better job in your organization? (Q.67)

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Leading Your Comparison Group

The figure below allows you to see where your subagency results are higher than your comparison group (FEDERAL GRAIN INSPECTION SERVICE) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are higher than the average, only the 10 items with the greatest differences are shown.

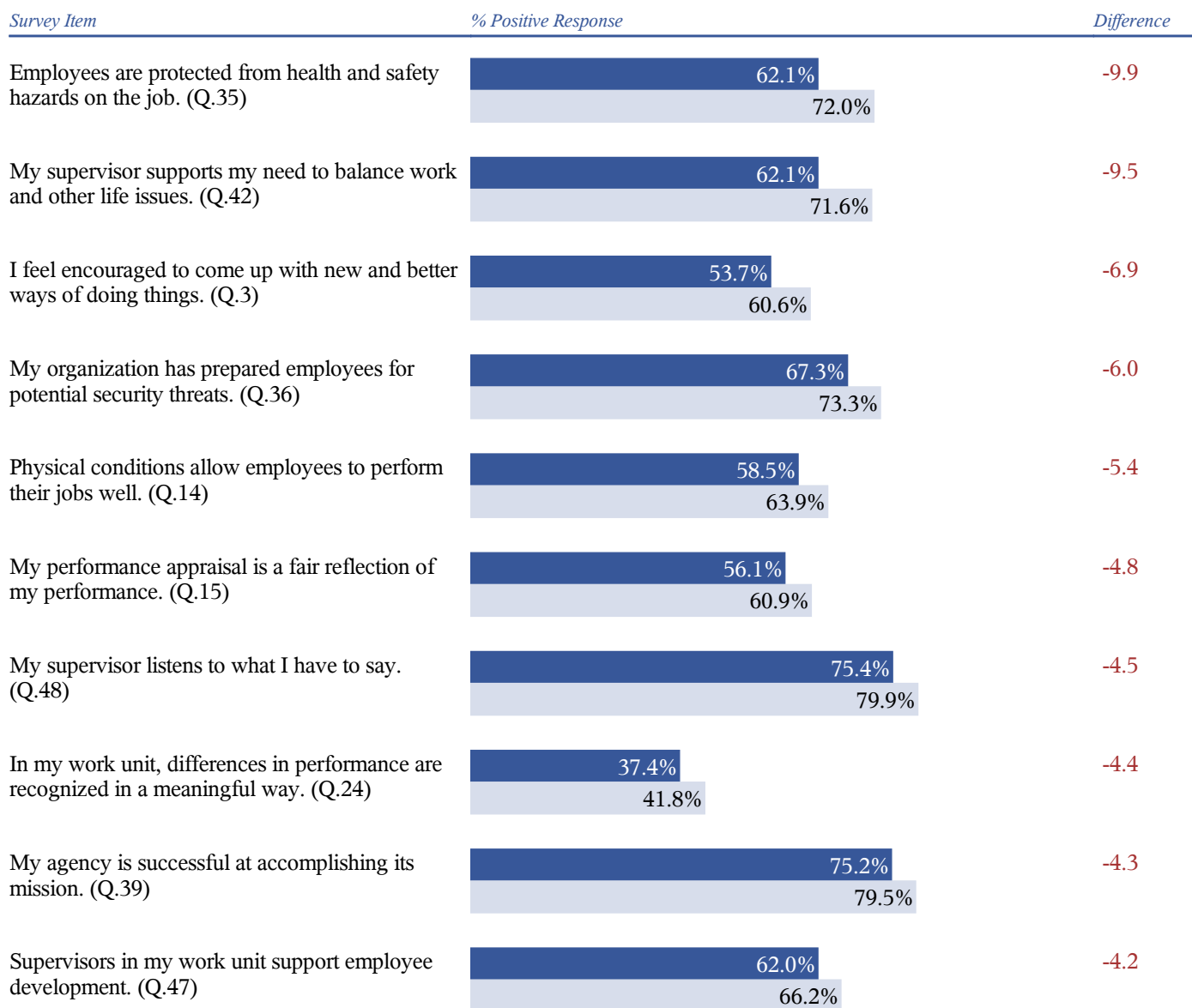


<i>Survey Item</i>	<i>% Positive Response</i>		<i>Difference</i>
I have a high level of respect for my organization's senior leaders. (Q.61)	60.3%		+4.2
	56.1%		
In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q.53)	46.4%		+3.5
	42.9%		
I believe the results of this survey will be used to make my agency a better place to work. (Q.41)	56.8%		+3.4
	53.4%		

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Trailing Your Comparison Group

The figure below allows you to see where your subagency results are lower than your comparison group (FEDERAL GRAIN INSPECTION SERVICE) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are lower than the average, only the 10 items with the greatest differences are shown.



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My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,612	69.2%	14.6%	16.2%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	352	64.5%	15.8%	19.7%
FEDERAL GRAIN INSPECTION SERVICE	230	62.7%	15.4%	21.9%
FGIS FIELD OFFICE	155	61.5%	15.8%	22.6%

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,596	75.2%	12.6%	12.2%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	348	74.4%	12.0%	13.7%
FEDERAL GRAIN INSPECTION SERVICE	228	74.5%	11.5%	14.0%
FGIS FIELD OFFICE	153	72.8%	13.5%	13.7%

3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,580	63.9%	17.3%	18.8%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	350	60.2%	18.5%	21.3%
FEDERAL GRAIN INSPECTION SERVICE	228	60.6%	18.0%	21.4%
FGIS FIELD OFFICE	154	53.7%	19.7%	26.6%

4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,599	74.2%	14.1%	11.7%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	352	71.6%	14.9%	13.5%
FEDERAL GRAIN INSPECTION SERVICE	231	71.7%	14.0%	14.4%
FGIS FIELD OFFICE	156	70.6%	15.2%	14.2%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,585	85.9%	9.6%	4.5%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	351	86.0%	8.9%	5.0%
FEDERAL GRAIN INSPECTION SERVICE	229	87.9%	6.5%	5.6%
FGIS FIELD OFFICE	154	90.8%	4.5%	4.7%

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My Work Experience (continued)

6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,577	82.8%	9.6%	7.6%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	346	78.2%	11.8%	10.1%
FEDERAL GRAIN INSPECTION SERVICE	227	77.8%	12.9%	9.3%
FGIS FIELD OFFICE	152	79.8%	12.4%	7.7%

7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,595	96.7%	2.0%	1.4%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	351	95.5%	2.1%	2.4%
FEDERAL GRAIN INSPECTION SERVICE	230	96.6%	1.5%	2.0%
FGIS FIELD OFFICE	155	96.0%	2.1%	1.9%

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,589	91.4%	7.1%	1.5%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	349	90.8%	6.3%	2.9%
FEDERAL GRAIN INSPECTION SERVICE	228	90.7%	7.3%	2.0%
FGIS FIELD OFFICE	154	90.1%	8.1%	1.9%

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,603	56.9%	15.8%	27.3%	9
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	352	58.8%	14.1%	27.1%	0
FEDERAL GRAIN INSPECTION SERVICE	230	54.4%	16.7%	28.9%	0
FGIS FIELD OFFICE	155	54.5%	17.1%	28.4%	0

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,595	64.7%	14.3%	21.1%	7
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	350	65.8%	13.3%	20.9%	1
FEDERAL GRAIN INSPECTION SERVICE	228	60.8%	14.4%	24.8%	1
FGIS FIELD OFFICE	153	59.7%	14.0%	26.3%	1

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My Work Experience (continued)

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,522	62.2%	16.3%	21.5%	23
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	346	62.8%	17.1%	20.1%	3
FEDERAL GRAIN INSPECTION SERVICE	228	62.5%	18.8%	18.7%	2
FGIS FIELD OFFICE	153	63.9%	17.6%	18.5%	2

12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,580	86.5%	8.1%	5.4%	14
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	349	84.5%	9.3%	6.1%	2
FEDERAL GRAIN INSPECTION SERVICE	227	85.1%	9.2%	5.6%	2
FGIS FIELD OFFICE	152	83.0%	9.3%	7.7%	2

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,561	91.1%	6.5%	2.4%	10
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	350	89.0%	7.4%	3.5%	1
FEDERAL GRAIN INSPECTION SERVICE	229	92.2%	4.1%	3.7%	1
FGIS FIELD OFFICE	154	92.5%	2.7%	4.8%	1

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,575	75.8%	12.8%	11.4%	29
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	350	70.2%	13.9%	15.9%	3
FEDERAL GRAIN INSPECTION SERVICE	231	63.9%	16.6%	19.5%	0
FGIS FIELD OFFICE	156	58.5%	18.8%	22.7%	0

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,568	73.6%	12.2%	14.2%	34
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	348	64.9%	13.6%	21.5%	4
FEDERAL GRAIN INSPECTION SERVICE	227	60.9%	14.7%	24.4%	3
FGIS FIELD OFFICE	154	56.1%	14.1%	29.8%	2

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My Work Experience (continued)

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,574	85.7%	9.8%	4.4%	18
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	348	84.2%	10.4%	5.4%	1
FEDERAL GRAIN INSPECTION SERVICE	227	83.5%	10.4%	6.1%	1
FGIS FIELD OFFICE	155	81.9%	10.4%	7.7%	0

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,409	64.6%	17.2%	18.1%	183
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	338	67.2%	16.9%	15.9%	11
FEDERAL GRAIN INSPECTION SERVICE	219	64.7%	17.7%	17.7%	10
FGIS FIELD OFFICE	151	64.9%	16.1%	19.0%	4

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,566	58.1%	21.5%	20.4%	36
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	350	56.0%	23.3%	20.7%	3
FEDERAL GRAIN INSPECTION SERVICE	228	53.4%	27.0%	19.6%	3
FGIS FIELD OFFICE	154	54.3%	27.8%	17.9%	2

19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).

	N	Positive	Neutral	Negative	NBJ
MARKETING AND REGULATORY PROGRAMS (MRP)	4,560	73.1%	11.6%	15.3%	53
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	350	67.6%	9.3%	23.1%	2
FEDERAL GRAIN INSPECTION SERVICE	228	67.2%	8.0%	24.8%	2
FGIS FIELD OFFICE	153	66.2%	9.4%	24.4%	2

My Work Unit

20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,602	77.8%	12.3%	10.0%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	353	74.2%	16.0%	9.8%
FEDERAL GRAIN INSPECTION SERVICE	231	71.1%	18.6%	10.3%
FGIS FIELD OFFICE	156	68.4%	21.0%	10.5%

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My Work Unit (continued)

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,473	45.4%	24.7%	29.9%	135
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	343	41.3%	23.8%	34.9%	7
FEDERAL GRAIN INSPECTION SERVICE	226	37.0%	26.2%	36.8%	4
FGIS FIELD OFFICE	151	34.9%	29.3%	35.8%	4

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,291	38.9%	27.2%	33.9%	299
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	332	36.9%	26.3%	36.8%	20
FEDERAL GRAIN INSPECTION SERVICE	223	32.9%	26.1%	41.0%	8
FGIS FIELD OFFICE	151	29.8%	30.3%	39.8%	5

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,217	33.3%	27.7%	39.0%	374
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	331	37.1%	23.2%	39.7%	18
FEDERAL GRAIN INSPECTION SERVICE	222	37.5%	22.6%	39.9%	6
FGIS FIELD OFFICE	151	33.6%	25.2%	41.1%	2

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,339	40.6%	26.8%	32.5%	269
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	342	42.3%	24.3%	33.4%	11
FEDERAL GRAIN INSPECTION SERVICE	229	41.8%	22.6%	35.6%	2
FGIS FIELD OFFICE	155	37.4%	26.7%	35.8%	1

25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,301	49.9%	22.1%	28.0%	287
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	335	47.7%	19.9%	32.4%	14
FEDERAL GRAIN INSPECTION SERVICE	224	47.7%	18.4%	33.9%	5
FGIS FIELD OFFICE	153	43.6%	20.0%	36.4%	3

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My Work Unit (continued)

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,575	75.5%	13.6%	11.0%	18
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	353	73.6%	17.3%	9.1%	0
FEDERAL GRAIN INSPECTION SERVICE	231	71.3%	20.2%	8.5%	0
FGIS FIELD OFFICE	156	71.7%	20.7%	7.6%	0

27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,460	57.8%	26.4%	15.8%	144
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	340	56.2%	24.3%	19.5%	11
FEDERAL GRAIN INSPECTION SERVICE	224	57.1%	24.0%	18.8%	6
FGIS FIELD OFFICE	150	53.1%	26.6%	20.3%	5

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,604	86.8%	10.6%	2.6%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	353	84.8%	12.2%	3.0%
FEDERAL GRAIN INSPECTION SERVICE	231	84.4%	12.0%	3.6%
FGIS FIELD OFFICE	156	82.3%	13.0%	4.6%

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,473	75.4%	14.4%	10.2%	73
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	341	72.9%	15.4%	11.7%	7
FEDERAL GRAIN INSPECTION SERVICE	226	72.6%	15.0%	12.4%	3
FGIS FIELD OFFICE	152	70.5%	15.4%	14.2%	3

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,438	52.0%	24.3%	23.6%	112
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	336	49.3%	26.7%	24.1%	13
FEDERAL GRAIN INSPECTION SERVICE	222	46.8%	27.0%	26.2%	6
FGIS FIELD OFFICE	149	44.8%	29.1%	26.2%	5

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My Agency (continued)

31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,439	55.7%	22.0%	22.3%	92
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	343	52.5%	21.3%	26.2%	7
FEDERAL GRAIN INSPECTION SERVICE	227	51.9%	22.3%	25.8%	2
FGIS FIELD OFFICE	153	49.2%	26.1%	24.7%	2

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,398	45.7%	27.5%	26.9%	137
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	339	41.0%	27.7%	31.3%	11
FEDERAL GRAIN INSPECTION SERVICE	225	41.7%	25.9%	32.5%	4
FGIS FIELD OFFICE	152	41.9%	23.7%	34.5%	3

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,201	23.0%	28.8%	48.2%	316
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	322	25.6%	24.5%	49.9%	23
FEDERAL GRAIN INSPECTION SERVICE	214	25.5%	22.0%	52.5%	11
FGIS FIELD OFFICE	144	24.7%	24.0%	51.2%	8

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,357	67.4%	21.7%	10.9%	188
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	338	66.0%	16.7%	17.3%	12
FEDERAL GRAIN INSPECTION SERVICE	221	63.4%	18.8%	17.8%	8
FGIS FIELD OFFICE	151	59.2%	21.6%	19.2%	4

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,487	79.5%	12.5%	8.1%	59
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	346	73.5%	12.7%	13.8%	2
FEDERAL GRAIN INSPECTION SERVICE	228	72.0%	12.1%	15.8%	0
FGIS FIELD OFFICE	154	62.1%	16.4%	21.4%	0

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My Agency (continued)

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,465	78.1%	13.6%	8.3%	51
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	345	74.1%	15.1%	10.9%	1
FEDERAL GRAIN INSPECTION SERVICE	227	73.3%	16.7%	10.0%	0
FGIS FIELD OFFICE	154	67.3%	19.5%	13.3%	0

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,286	59.4%	19.4%	21.2%	240
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	328	56.6%	18.8%	24.6%	22
FEDERAL GRAIN INSPECTION SERVICE	216	56.4%	20.9%	22.6%	13
FGIS FIELD OFFICE	146	55.8%	21.8%	22.4%	9

38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,177	72.4%	15.4%	12.3%	332
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	311	67.3%	14.8%	17.9%	30
FEDERAL GRAIN INSPECTION SERVICE	205	65.6%	17.3%	17.1%	18
FGIS FIELD OFFICE	139	64.1%	16.8%	19.1%	11

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,462	82.5%	12.2%	5.3%	71
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	344	77.1%	14.3%	8.5%	4
FEDERAL GRAIN INSPECTION SERVICE	225	79.5%	13.0%	7.5%	2
FGIS FIELD OFFICE	152	75.2%	15.3%	9.5%	2

40. I recommend my organization as a good place to work.

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,532	71.1%	17.4%	11.5%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	348	66.7%	19.5%	13.8%
FEDERAL GRAIN INSPECTION SERVICE	228	65.6%	19.2%	15.1%
FGIS FIELD OFFICE	155	65.3%	19.8%	15.0%

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My Agency (continued)

41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,178	50.5%	25.1%	24.3%	362
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	314	49.7%	19.7%	30.7%	34
FEDERAL GRAIN INSPECTION SERVICE	202	53.4%	18.6%	28.1%	25
FGIS FIELD OFFICE	138	56.8%	18.7%	24.5%	17

My Supervisor

42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,522	84.3%	8.3%	7.3%	13
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	347	76.9%	12.1%	10.9%	1
FEDERAL GRAIN INSPECTION SERVICE	226	71.6%	13.5%	14.9%	1
FGIS FIELD OFFICE	154	62.1%	17.6%	20.3%	0

43. My supervisor provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,513	72.2%	15.3%	12.5%	16
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	347	71.8%	15.1%	13.1%	1
FEDERAL GRAIN INSPECTION SERVICE	226	71.6%	14.9%	13.5%	1
FGIS FIELD OFFICE	154	68.6%	15.4%	15.9%	0

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,486	69.4%	16.0%	14.6%	26
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	344	66.1%	16.2%	17.7%	4
FEDERAL GRAIN INSPECTION SERVICE	224	64.8%	14.4%	20.8%	3
FGIS FIELD OFFICE	153	61.2%	15.2%	23.5%	1

45. My supervisor is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,233	75.1%	17.8%	7.1%	278
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	321	72.4%	16.3%	11.2%	25
FEDERAL GRAIN INSPECTION SERVICE	211	68.7%	18.8%	12.6%	15
FGIS FIELD OFFICE	149	66.3%	16.9%	16.8%	6

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My Supervisor (continued)

46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,495	69.1%	17.0%	13.9%	17
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	345	67.5%	16.8%	15.7%	2
FEDERAL GRAIN INSPECTION SERVICE	225	66.9%	16.1%	17.1%	2
FGIS FIELD OFFICE	154	63.9%	17.5%	18.5%	0

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,475	72.7%	15.1%	12.1%	48
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	343	68.9%	16.3%	14.8%	3
FEDERAL GRAIN INSPECTION SERVICE	226	66.2%	17.7%	16.1%	2
FGIS FIELD OFFICE	154	62.0%	18.4%	19.6%	1

48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,523	81.2%	10.2%	8.6%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	349	81.2%	12.2%	6.6%
FEDERAL GRAIN INSPECTION SERVICE	228	79.9%	13.4%	6.7%
FGIS FIELD OFFICE	155	75.4%	16.1%	8.5%

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,510	85.1%	8.0%	6.8%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	346	86.3%	7.1%	6.6%
FEDERAL GRAIN INSPECTION SERVICE	226	85.9%	7.0%	7.1%
FGIS FIELD OFFICE	154	84.4%	6.7%	8.9%

50. In the last six months, my supervisor has talked with me about my performance.

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,509	89.5%	5.4%	5.1%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	349	82.8%	7.2%	10.0%
FEDERAL GRAIN INSPECTION SERVICE	228	79.2%	8.2%	12.7%
FGIS FIELD OFFICE	155	75.4%	8.6%	16.0%

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My Supervisor (continued)

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,511	72.9%	13.0%	14.1%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	347	70.2%	15.2%	14.5%
FEDERAL GRAIN INSPECTION SERVICE	228	68.0%	16.2%	15.8%
FGIS FIELD OFFICE	155	64.5%	16.8%	18.7%

52. Overall, how good a job do you feel is being done by your immediate supervisor?

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,519	75.3%	15.3%	9.4%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	347	74.1%	15.3%	10.6%
FEDERAL GRAIN INSPECTION SERVICE	227	73.1%	15.6%	11.3%
FGIS FIELD OFFICE	155	70.8%	15.2%	14.1%

Leadership

53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,325	44.0%	26.5%	29.4%	173
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	331	40.4%	26.3%	33.3%	16
FEDERAL GRAIN INSPECTION SERVICE	218	42.9%	25.9%	31.2%	10
FGIS FIELD OFFICE	147	46.4%	27.8%	25.8%	8

54. My organization's senior leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,130	54.3%	24.9%	20.8%	371
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	312	55.4%	18.5%	26.1%	34
FEDERAL GRAIN INSPECTION SERVICE	206	58.3%	17.2%	24.5%	20
FGIS FIELD OFFICE	139	61.0%	18.7%	20.3%	14

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,275	72.4%	17.0%	10.6%	203
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	328	76.4%	11.8%	11.8%	15
FEDERAL GRAIN INSPECTION SERVICE	219	77.4%	11.9%	10.7%	8
FGIS FIELD OFFICE	151	79.2%	9.8%	10.9%	3

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Leadership (continued)

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,393	65.7%	18.2%	16.1%	92
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	332	62.6%	17.1%	20.3%	12
FEDERAL GRAIN INSPECTION SERVICE	219	62.0%	18.6%	19.3%	7
FGIS FIELD OFFICE	150	64.0%	17.9%	18.2%	4

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,089	63.9%	22.7%	13.4%	389
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	318	63.0%	22.7%	14.3%	26
FEDERAL GRAIN INSPECTION SERVICE	212	60.9%	25.7%	13.3%	16
FGIS FIELD OFFICE	145	58.6%	27.8%	13.6%	10

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,280	57.7%	21.1%	21.2%	203
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	332	56.4%	18.0%	25.6%	13
FEDERAL GRAIN INSPECTION SERVICE	220	54.8%	20.6%	24.5%	6
FGIS FIELD OFFICE	149	57.3%	19.8%	22.9%	4

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,277	60.8%	20.9%	18.3%	204
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	327	57.4%	20.0%	22.6%	18
FEDERAL GRAIN INSPECTION SERVICE	214	57.8%	21.1%	21.1%	13
FGIS FIELD OFFICE	145	60.7%	19.9%	19.4%	9

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,212	63.0%	20.5%	16.6%	275
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	325	54.6%	22.1%	23.3%	19
FEDERAL GRAIN INSPECTION SERVICE	212	56.5%	21.8%	21.7%	13
FGIS FIELD OFFICE	147	59.2%	18.6%	22.2%	6

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Leadership (continued)

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,392	57.0%	22.1%	20.9%	99
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	335	53.0%	23.1%	23.9%	9
FEDERAL GRAIN INSPECTION SERVICE	219	56.1%	22.6%	21.3%	7
FGIS FIELD OFFICE	148	60.3%	20.8%	18.9%	6

62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,020	62.8%	24.6%	12.6%	473
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	309	57.4%	23.7%	19.0%	35
FEDERAL GRAIN INSPECTION SERVICE	200	56.1%	21.2%	22.7%	25
FGIS FIELD OFFICE	138	52.9%	21.4%	25.6%	16

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,485	57.2%	21.0%	21.8%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	343	55.9%	19.6%	24.5%
FEDERAL GRAIN INSPECTION SERVICE	225	52.6%	22.3%	25.1%
FGIS FIELD OFFICE	153	50.3%	22.5%	27.2%

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,480	54.3%	22.7%	23.0%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	345	50.3%	20.6%	29.1%
FEDERAL GRAIN INSPECTION SERVICE	226	49.3%	23.0%	27.7%
FGIS FIELD OFFICE	154	48.0%	22.8%	29.2%

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,467	56.0%	21.1%	22.9%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	342	51.5%	20.0%	28.6%
FEDERAL GRAIN INSPECTION SERVICE	224	50.0%	18.6%	31.4%
FGIS FIELD OFFICE	152	48.5%	19.6%	31.9%

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My Satisfaction (continued)

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,457	45.7%	30.7%	23.6%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	343	42.3%	29.0%	28.7%
FEDERAL GRAIN INSPECTION SERVICE	225	42.9%	28.7%	28.4%
FGIS FIELD OFFICE	154	43.5%	28.5%	28.0%

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,471	39.3%	26.4%	34.3%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	344	42.0%	23.5%	34.5%
FEDERAL GRAIN INSPECTION SERVICE	225	43.3%	22.7%	34.0%
FGIS FIELD OFFICE	153	41.8%	28.6%	29.6%

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,470	61.4%	20.6%	18.0%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	340	58.0%	18.6%	23.4%
FEDERAL GRAIN INSPECTION SERVICE	222	56.2%	19.3%	24.4%
FGIS FIELD OFFICE	151	53.3%	19.7%	27.0%

69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,475	73.1%	14.8%	12.1%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	345	68.3%	18.4%	13.4%
FEDERAL GRAIN INSPECTION SERVICE	226	66.3%	19.2%	14.4%
FGIS FIELD OFFICE	154	66.2%	17.8%	16.0%

70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,473	61.6%	15.4%	23.1%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	345	58.4%	18.6%	22.9%
FEDERAL GRAIN INSPECTION SERVICE	226	54.8%	19.7%	25.5%
FGIS FIELD OFFICE	154	52.1%	23.0%	25.0%

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My Satisfaction (continued)

71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,468	64.9%	19.4%	15.7%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	341	58.4%	21.7%	19.9%
FEDERAL GRAIN INSPECTION SERVICE	223	55.1%	23.2%	21.7%
FGIS FIELD OFFICE	151	53.7%	27.0%	19.3%

Work/Life

72. Have you been notified whether or not you are eligible to telework?

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
MARKETING AND REGULATORY PROGRAMS (MRP)	4,457	75.2%	17.3%	4.1%	3.5%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	339	53.8%	35.8%	5.4%	5.0%
FEDERAL GRAIN INSPECTION SERVICE	222	34.7%	50.4%	7.4%	7.5%
FGIS FIELD OFFICE	151	20.9%	59.8%	10.1%	9.1%

73. Please select the response below that BEST describes your current teleworking situation.

	N	3+ Days Per Week	1-2 Days Per Week	Telework No More Than 1-2 Days Per Month	Infrequently
MARKETING AND REGULATORY PROGRAMS (MRP)	4,460	17.5%	21.7%	5.5%	16.2%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	341	4.5%	14.1%	9.0%	18.5%
FEDERAL GRAIN INSPECTION SERVICE	224	0.6%	11.1%	5.1%	14.8%
FGIS FIELD OFFICE	152	0.9%	4.1%	4.1%	6.9%

(continued)

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Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation. (continued)

	N	Must Be Physically Present	Do Not Telework		
			Technical Issues	Not Allowed To Telework	Choose Not To Telework
MARKETING AND REGULATORY PROGRAMS (MRP)	4,460	20.8%	1.9%	5.9%	10.5%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	341	32.1%	3.3%	7.9%	10.6%
FEDERAL GRAIN INSPECTION SERVICE	224	46.9%	4.9%	9.6%	6.9%
FGIS FIELD OFFICE	152	60.7%	4.3%	10.9%	8.0%

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
MARKETING AND REGULATORY PROGRAMS (MRP)	4,461	32.4%	53.5%	14.1%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	344	54.2%	32.5%	13.4%
FEDERAL GRAIN INSPECTION SERVICE	225	40.8%	40.5%	18.7%
FGIS FIELD OFFICE	154	24.3%	50.6%	25.1%

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
MARKETING AND REGULATORY PROGRAMS (MRP)	4,437	21.7%	68.0%	10.3%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	338	15.0%	70.7%	14.3%
FEDERAL GRAIN INSPECTION SERVICE	222	15.1%	72.1%	12.8%
FGIS FIELD OFFICE	150	17.1%	66.8%	16.0%

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
MARKETING AND REGULATORY PROGRAMS (MRP)	4,431	17.8%	78.5%	3.8%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	340	15.0%	79.7%	5.3%
FEDERAL GRAIN INSPECTION SERVICE	221	15.1%	79.2%	5.7%
FGIS FIELD OFFICE	152	16.3%	76.2%	7.5%

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Work/Life (continued)

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
MARKETING AND REGULATORY PROGRAMS (MRP)	4,455	1.7%	82.1%	16.3%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	344	1.8%	75.5%	22.6%
FEDERAL GRAIN INSPECTION SERVICE	225	2.5%	75.4%	22.1%
FGIS FIELD OFFICE	154	3.5%	72.0%	24.4%

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
MARKETING AND REGULATORY PROGRAMS (MRP)	4,454	1.9%	83.2%	14.9%
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	343	1.7%	78.2%	20.1%
FEDERAL GRAIN INSPECTION SERVICE	225	1.8%	78.0%	20.2%
FGIS FIELD OFFICE	153	2.7%	76.4%	20.9%

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
MARKETING AND REGULATORY PROGRAMS (MRP)	2,786	83.3%	10.5%	6.2%	54
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	162	74.0%	15.9%	10.1%	6
FEDERAL GRAIN INSPECTION SERVICE	77	71.2%	21.5%	7.4%	3
FGIS FIELD OFFICE	27	73.2%	22.6%	4.2%	2

**The results for this item only include employees who indicated that they participated in this program.*

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
MARKETING AND REGULATORY PROGRAMS (MRP)	1,449	91.2%	6.5%	2.3%	27
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	185	86.3%	7.8%	6.0%	2
FEDERAL GRAIN INSPECTION SERVICE	92	78.5%	13.4%	8.1%	2
FGIS FIELD OFFICE	37	53.4%	27.4%	19.3%	0

**The results for this item only include employees who indicated that they participated in this program.*

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Work/Life (continued)

81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Positive	Neutral	Negative	NBJ
MARKETING AND REGULATORY PROGRAMS (MRP)	936	80.0%	17.9%	2.1%	65
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	47	74.7%	21.6%	3.7%	7
FEDERAL GRAIN INSPECTION SERVICE	31	68.9%	28.0%	3.1%	3
FGIS FIELD OFFICE	25	60.4%	35.7%	3.9%	3

**The results for this item only include employees who indicated that they participated in this program.*

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ
MARKETING AND REGULATORY PROGRAMS (MRP)	782	81.3%	14.5%	4.1%	55
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	48	72.3%	23.4%	4.3%	3
FEDERAL GRAIN INSPECTION SERVICE	32	71.8%	28.2%	0.0%	2
FGIS FIELD OFFICE	22	65.1%	34.9%	0.0%	2

**The results for this item only include employees who indicated that they participated in this program.*

83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Positive	Neutral	Negative	NBJ
MARKETING AND REGULATORY PROGRAMS (MRP)	66	71.4%	28.6%	0.0%	36
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	4	71.1%	28.9%	0.0%	1
FEDERAL GRAIN INSPECTION SERVICE	3	66.7%	33.3%	0.0%	1
FGIS FIELD OFFICE	3	66.7%	33.3%	0.0%	0

**The results for this item only include employees who indicated that they participated in this program.*

84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)

	N	Positive	Neutral	Negative	NBJ
MARKETING AND REGULATORY PROGRAMS (MRP)	74	79.1%	17.6%	3.3%	42
GRAIN INSPECTION, PACKERS & STOCKYARDS ADMIN.	6	66.1%	33.9%	0.0%	1
FEDERAL GRAIN INSPECTION SERVICE	3	66.7%	33.3%	0.0%	1
FGIS FIELD OFFICE	3	66.7%	33.3%	0.0%	1

**The results for this item only include employees who indicated that they participated in this program.*

Department of Agriculture
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4th Level Subagency Report

Demographic Questions

Where do you work?

	N	%
Headquarters	11	7.2%
Field	142	92.8%

What is your supervisory status?

	N	%
Non-Supervisor	74	48.1%
Team Leader	32	20.8%
Supervisor	37	24.0%
Manager	11	7.1%
Senior Leader	0	0.0%

Are you:

	N	%
Male	112	73.2%
Female	41	26.8%

Are you Hispanic or Latino?

	N	%
Yes	15	9.9%
No	136	90.1%

Race

	N	%
American Indian or Alaska Native	3	2.0%
Asian	0	0.0%
Black or African American	44	28.9%
Native Hawaiian or Other Pacific Islander	1	0.7%
White	97	63.8%
Two or more races	7	4.6%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

What is the highest degree or level of education you have completed?

	N	%
Less than High School	0	0.0%
High School Diploma/GED or equivalent	32	20.9%
Trade or Technical Certificate	6	3.9%
Some College (no degree)	29	19.0%
Associate's Degree (e.g., AA, AS)	10	6.5%
Bachelor's Degree (e.g., BA, BS)	63	41.2%
Master's Degree (e.g., MA, MS, MBA)	13	8.5%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	0	0.0%

What is your pay category/grade?

	N	%
Federal Wage System	1	0.7%
GS 1-6	22	14.4%
GS 7-12	121	79.1%
GS 13-15	8	5.2%
Senior Executive Service	0	0.0%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	1	0.7%

How long have you been with the Federal Government (excluding military service)?

	N	%
Less than 1 year	1	0.6%
1 to 3 years	25	16.2%
4 to 5 years	5	3.2%
6 to 10 years	44	28.6%
11 to 14 years	7	4.5%
15 to 20 years	11	7.1%
More than 20 years	61	39.6%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?

	N	%
Less than 1 year	2	1.3%
1 to 3 years	28	18.5%
4 to 5 years	5	3.3%
6 to 10 years	46	30.5%
11 to 20 years	12	7.9%
More than 20 years	58	38.4%

Are you considering leaving your organization within the next year, and if so, why?

	N	%
No	108	70.6%
Yes, to retire	14	9.2%
Yes, to take another job within the Federal Government	19	12.4%
Yes, to take another job outside the Federal Government	8	5.2%
Yes, other	4	2.6%

I am planning to retire:

	N	%
Within one year	11	7.2%
Between one and three years	22	14.4%
Between three and five years	15	9.8%
Five or more years	105	68.6%

What is your US military service status?

	N	%
No Prior Military Service	132	89.2%
Currently in National Guard or Reserves	0	0.0%
Retired	4	2.7%
Separated or Discharged	12	8.1%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	15	9.7%
No	139	90.3%

What is your age group?

	N	%
25 and under	5	3.2%
26-29	9	5.8%
30-39	31	19.9%
40-49	25	16.0%
50-59	39	25.0%
60 or older	47	30.1%

Note: Percentages for demographic questions are unweighted.